

# Understanding entry routes...

## Apprenticeships

**31** At least 12 months in England, Wales, and Northern Ireland, but often longer. No minimum duration in Scotland.



A job with a training element that leads to the certification of occupational competence.

- Can be for anyone aged 16 or over including new entrants, career changers, or existing staff
- Consist of three core elements:
  - 80% on the job learning
  - 20% off the job learning
  - Functional\*/Essential\*\*/Core Skills\*\*\*
- Must be delivered against one of the approved Apprenticeship Standards (England) or Frameworks (Northern Ireland, Scotland, Wales)

\*England and NI

\*\* Wales

\*\*\*Scotland

**Apprenticeships can be for anyone, not just entry level roles.**

## Internships

**31** Typically short in duration (ideally no more than 6-12 months).



A defined paid job role with a dedicated job title.

- Can be for anyone (not just graduates), including new entrants and career changers
- Do not need to include formal training
- Should be the first experience of a sector or role, or the 'next step' on from, for example, a volunteering role
- Support the start of a new career

## Work Experience

**31** Between 1 day and two weeks.



An opportunity for a young person to gain some understanding of a specific industry, organisation, or occupation.

- Typically aimed at 15 and 16 year olds but can also be for older students
- Should provide a basic and general introduction to the working environment
- Learning objectives and any reimbursable expenses should be agreed at the start
- A relevant responsible adult e.g. the young person's teacher, should be involved in setting up the placement and monitoring the student's progress

## Volunteering

**31** Any duration determined by the volunteer.



Any activity that involves spending time unpaid doing something that aims to benefit the environment or someone (individuals or groups). This can include formal activity undertaken through public, private and voluntary organisations as well as informal community participation.

- A volunteer is not classified as an employee or worker under UK law
- All volunteers should be:
  - able to volunteer an amount of time over any period that suits their needs
  - offered training and necessary equipment
  - assigned a mentor or supervisor to monitor progress
  - reimbursed genuine, necessary, documented, and agreed expenses against receipts
  - offered a volunteer agreement (not a contract for work) to clarify the expectations for both the volunteer and organisation

## T Levels

**31** Approx. 45 working days.



A Level 3 technical study programme equivalent to 3 A levels, designed with employers. It involves 2 years of full time study with a mandatory industry placement lasting no less than 315 hours (approx. 45 working days).

- Provide a technical qualification related to the chosen occupational field (this makes up 80% of the T level), alongside employability training and enrichment, Maths, English, and digital skills if required, and an industry placement
- Are one of three major options for post-16 learners alongside apprenticeships and A levels
- Designed to prepare students for a job, whereas apprenticeships train candidates to become competent in a job

**31** Placement Length

**Paid?**